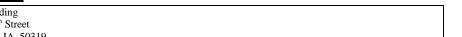
Iowa Communications Network Facts - FY '09

http://www.icn.state.ia.us/

General Information

Address: Grimes Building 400 East 14th Street Des Moines, IA 50319





Workforce Data (unless otherwise noted, information provided is at the end of FY '09)

# FT EEs: 86	# PT EEs: 0	# Temporary EEs: 0	Average Length of Service: 11.88

Span of Control: 10.63	% Performance Evaluations Completed: 98.84%	Total Unemployment Insurance Claims: 0
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Employee Age Groups			Supervisor Age Groups		<u>Females</u>		<u>Males</u>				
<25	0	45-54	25	<25	0	45-54	4	# of Females:	32	# of Males:	54
25-34	6	55-64	20	25-34	0	55-64	2	% of WF:	37.21%	% of WF:	62.79%
35-44	33	65+	2	35-44	2	65+	0	Average Age:	47.68	Average Age:	47.14
Employ	yee Avera	ge Age:	47.34	Supervis	sor Avei	rage Age:	50.46	Average Length	of Service: 13.28	Average Length	of Service: 11.04

<u>Minorities</u>		Breakout of Mino	<u>rities</u>	Non-minorities	<u>i</u>
# of Minorities:	9	# of African-American:	2	# of Non-minorities:	73
% of Workforce:	10.47%	# of Asian:	4	% of Workforce:	84.88%
Average Age:	43.63	# of American Indian:	0	Average Age:	47.72
Average Length of Service:	8.25	# of Hispanic or Latino:	3	Average Length of Service:	12.11

Persons With Disabili	<u>ties</u>	Persons With Non-Disabilities		
# of Persons With Disabilities:	2	# of Persons With Non-Disability	ies: 75	
% of Workforce:	2.33%	% of Workforce:	87.21%	
Average Age:	62.26	Average Age:	46.46	
Average Length of Service:	25.18	Average Length of Service:	11.34	

Officials/Administrators	Professionals	Technicians	Protective Service: Sworn
EEO Category 1: 18	EEO Category 2: 54	EEO Category 3: 11	EEO Category 4: 0
Protect. Serv.: Non-Sworn	Administrative Services	Skilled Craft	Service/Maintenance
EEO Category 5: 0	EEO Category 6: 1	EEO Category 7: 2	EEO Category 8: 0
	T .		
Separation Rate: 3.59%	Hire Rate: 4.79%	Number Hires: 4	Transfer In: 0
Retirements: 1 (was not SLIP)	All Terminations: 1	Voluntary Quits: 0	Transfer Out: 1

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# of Classes Used: 36	Most Populous Classes: Telecomr	nunications Specialist (7), Tele Tech Ent Exp (7), Tele S	pec Senior (6)			
Separations - By Class:	Telecommunications Eng (2), Executiv	elecommunications Eng (2), Executive Officer 2 (1)				
# Eligible for Retirement:	14 in the next 5 years	% Eligible: 16.28%				

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '09)

Vacation Payouts:	Sick Leave Payouts:	Annual Payroll:	Avg. Base Salary:	Overtime Days Worked:
\$1,060.36	\$2,000.00	\$6,526,739	\$73,087.05	205.6
Overtime Cost:	Reassignment Pay:	Recruitment Bonus Pay:	Retention Pay:	Exceptional Job Performance Pay:
\$68,206.80	\$0	\$0	\$0	\$0
Workers' Comp Payouts:	Vacation Pay - Earned	Vacation Days Earned:	Vacation Used Expense:	Vacation Days Taken:
\$0	Value: \$480,580.93	1,746.1	\$421,628.44	1,516.4
Workers' Comp Days	Sick Leave Days Earned:	Reg. Sick Leave Used	Reg. Sick Leave Days Used:	Converted Sick Leave To
Used: 0	1,488.5	Expense: \$188,631.08	717.0	Vacation Days Used: 274.0
	Sick Leave -Earned Value: \$402,342.51		Avg. Sick Leave Days Per EE: 8.34	Converted Sick Leave To Vacation Used Expense: \$84,800.80
Injury Leave Used Expense:	Injury Leave Days Used:	Classification Appeals:	Reclassifications Up (Filled): 1 Up (Vacant): 0	Grievances Contract Grievances: 0 Disciplinary: 0
Funeral Leave Used	Funeral Days Used:	Extraordinary Pay:	Down (Filled): 0	Language: 0
Expense:	38.5	\$0	Down (Vacant): 0	Non-Contract Grievances: 0
\$11,701.92			Lateral (Filled): 4	Disciplinary: 0
Jury Leave Used	Jury Leave Days Used:	Special Duty Pay:	Lateral (Vacant): 0	Language: 0
Expense: \$1,929.54	6.1	\$0	Approx. Annual New Cost of Reclassified Positions:* \$19,458.40	Arbitrations: 0

^{*} based on difference between average of old and new pay grade FY 709. Vacancies and laterals were not calculated into the "cost."

Affirmative Action (Underutilization [UU] and Gains/Losses)

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Females: Begin of Year (FY '09) UU:	4	Minorities: Begin of Year (FY '09) UU:	0	PWD: Begin of Year (FY '09) UU:	6
Gains/Losses (FY '09):	0	Gains/Losses (FY '09):	0	Gains/Losses (FY '09):	0
End of Year (FY '09) UU:	4	End of Year (FY '09) UU:	0	End of Year (FY '09) UU:	6

Sources: AS400 Queries; "Just the Facts for FY09" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: December 2009